Policy committee recommends we replace entirely with their draft.a This new draft policy is partially taken from Shipman with a lot of customization for this district

Book	Policy Manual
Section	4000 - Personnel Certified/Non-Certified
Title	Nepotism
Code	4112.8
Status	Active
Adopted	September 11, 2001
Last Revised	January 12, 2021
Last Reviewed	April 2, 2025
Prior Revised Dates	06/08/2004;

NEPOTISM

It is the policy of the Board of Education that individuals shall not be appointed to any full-time, part-time or temporary position which would create a supervisor/employee relationship within any one department between two individuals who are related by blood, marriage, civil union, or law.

As used in this policy, the word "Department" shall mean and include those levels of organization under the Superintendent's office into which the various structural areas of operation of the school district are divided.

In the event of marriage or civil union between employees of the District, creating a relationship which violates this policy, one of the persons affected must transfer to a location compatible with policy provisions, or in cases of refusal to transfer, be terminated from that location by the end of the school/fiscal year or within six months from the date the relationship was established, whichever is the greater period.

The degrees of relationship included in the above restrictions are as follows:

By Blood: Parent, child, grandparent, grandchild, brother, sister, uncle, aunt, nephew, niece, first cousin.

By Marriage: Husband, wife, stepparent, stepchild, father-in-law, mother-in-law, sister-in-law, brother-in-law, daughter-in-law, son-in-law, half-sister, half-brother, uncle, aunt, nephew, niece.

By Law: Guardianship relationships, adoptive parent/child relationships, partner in a civil union, same-sex marriage.

In the appointment and selection of new employees, the District shall adhere to this policy. All current supervisor/employee relationships established prior to the adoption of this policy will not be affected by this policy so long as they remain in present assignments.

A Board member shall not vote and shall recuse themselves on any action of the Board which will directly affect a member of the immediate family of the member.

Legal

Connecticut General Statutes 7-479 Conflicts of Interest

46b-38nn Equality of benefits, protections and responsibilities (civil unions)

46b-38oo applicability of statutes to civil unions and parties to a civil union.

United States v. Windsor, U.S. 133 S. Ct. 2675 (2013)